

# Developing Technical Coaching



A powerful programme for **leaders and senior professionals** in technical environments who develop less experienced staff.

In many industries, **accelerating the development of less experienced staff is critical to business performance**. For team leaders and experienced staff to do this effectively requires an appropriate balance of coaching and skills transfer techniques. Most technical professionals have received significant development in their own technical discipline, but few have been trained in how to rapidly develop skills in less experienced staff.

Delta Partnership's approach to **Developing Technical Coaching** addresses this important need through a powerful blend of workshops, one-to-one coaching and action learning, which introduce senior technical professionals and leaders to proven techniques for effective knowledge and skills development.

#### Who it's for

This programme is ideal for senior technical professionals and leaders who already have considerable experience in their own discipline and who have responsibility for developing less experienced staff. It is suitable for many industries from energy and engineering to science and pharmaceuticals.



## TechnicalCoaching

#### Benefits For Individuals:

- Increased awareness of own and others' learning preferences and needs
- Greater capability and confidence in developing less experienced staff
- Enhanced leadership behaviours

#### Benefits For Organisations

- Accelerated development of technical staff
- Retention of talent – staff being effectively developed and able to make an enhanced contribution more rapidly
- Increased motivation of both leaders and less experienced staff as a result of effective dual development

**“...the programme made a significant contribution to stemming wastage and resignations amongst technical professionals”**

#### How it works in practice

The programme is tailored to the needs of the client organisation, typically lasting 4-6 months and includes these core features:

- 3 one-day workshops – to expand skills and knowledge, to practise, and to develop through action learning and feedback
- 2 one-to-one coaching sessions – to review individual progress and challenges in a confidential setting
- 1 observation + coaching session – to receive structured feedback, to review learning and to set revised development goals

To discuss how this approach could help accelerate development of the technical professionals in your organisation, please contact Delta Partnership on +44 (0)1932 829730.